

Good Morning!



1

**And How Are
the Children?**



2

Kasserian Ingera?



All of the Children Are Well



3

CREATING A SUSTAINABLE SOCIAL PROFIT FUTURE

Craig A. Bowman

Common Ground Consulting LLC

WWW.COMMONGROUNDCONSULTING.ORG



4

www.commongroundconsulting.org



5

A Few of the Places We Work



6

A TRAINER'S PRIMARY ROLE IS TO FACILITATE CHANGE

**Facilitate Means
“To Make Easier”**



7

In Our World

(if 6.76 Billion People = 100)

- 57 would be Asian.
- 21 would be European.
- 14 would be from the Western Hemisphere.
- 8 would be African.
- 52 would be female.
- 48 would be male.
- 70 would be people of color.
- 30 would be white.
- 70 would be non-Christian.
- 30 would be Christian.
- 89 would be heterosexual.
- 11 would be gay or lesbian.
- 6 people would have 59% of all the world's wealth.
- All 6 would be from the United States.
- 80 would live in substandard housing.
- 70 would be unable to read
- 50 would suffer from malnutrition.
- 1 would be near death.
- 1 would be pregnant.
- 1 would have a college education.
- 1 would own a computer.

Donella H. Meadows



8

**Life Happens on the Edge
of Your Comfort Zone**



9

My Job This Morning? Get ya to the edge!



10

TIME IN . . .



11

WHO ARE WE?

Please Tell Us Your Name, Connection, & ...

*One Thing You Believe ...
A Long-Held Value, A Personal Mantra,
Something Your Mom (or Dad, or Grandma, or ...) Always Said?
How Do You Know That It's True? Be Specific. Share From Your Heart.*



12

VALUES

"Living with integrity means not settling for less than what you know you deserve in your relationships. Asking for what you want and need from others.

Speaking your truth, even though it might create conflict or tension.

Behaving in ways that are in harmony with your personal values.

Making choices based on what you believe, and not what others believe."

— Barbara de Angelis



13

VALUES

"When your values are clear to you, making decisions becomes easier."

— Roy Disney

"More than anything else, I believe it's our decisions, not the conditions of our lives, that determine our destiny."

— Anthony Robbins



14

LEADERSHIP

LEADERSHIP (& SUSTAINABILITY) require the creation and implementation of practices that will ensure the continued viability of an organization's mission-critical goals and objectives.

4 KEY IDEAS CRITICAL FOR SUSTAINABILITY



PASSION



CHANGE



TRUST



GRATITUDE



15



PASSION

**Passion fuels social profit work. It sparks dreams. It offers hope and fires imaginations.
Passion is the key to unlocking an unending supply of energy, creativity, courage and desire.
It makes it possible for each of us to achieve more than we ever believed was possible.**

Passion is at the heart of our common humanity.



16

YOUR ELEMENT*

***What Is One Thing You Are Passionate About?
Have You Lived That Passion This Week?***

How Did It Make You Feel? Please Be Specific. Share From Your Heart.



THE POINT AT WHICH NATURAL TALENT MEETS PERSONAL PASSION.

— KEN ROBINSON



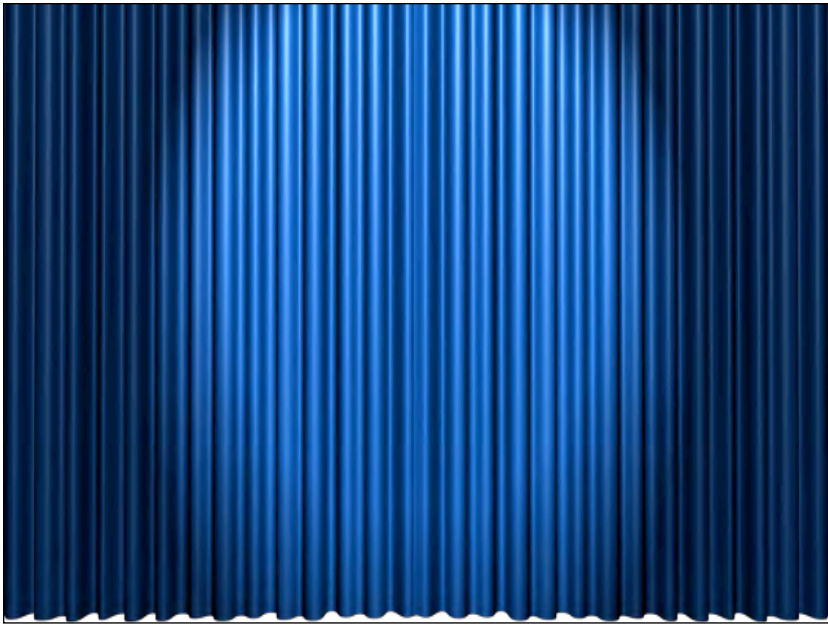
17

PASSION

***"Be still when you have nothing to say; when genuine passion
moves you, say what you've got to say, and say it hot."
— D. H. Lawrence***



18

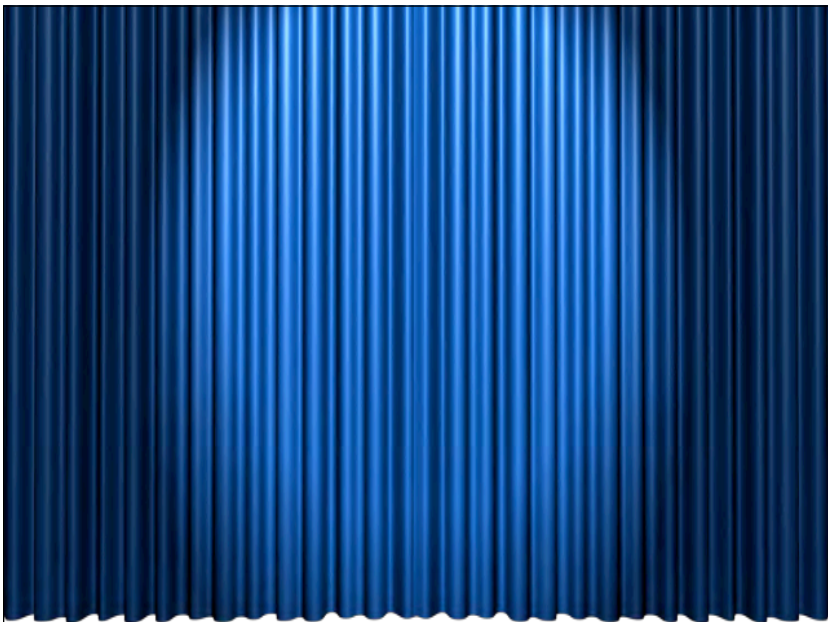


19

Here We Go!



20



21

THE AVERAGE U.S. TEENAGER

U.S. teenagers sent and received an average of 2,272 text messages a month in the fourth quarter of 2008 (according to the Nielsen Company)—that's almost 80 messages a day, more than double the average of a year earlier.

22

So what?

**So what does it mean to me?
What does it mean for our work?**



23

**Are you Ready
to CHANGE?**



24

so get over yourself and ...

DO IT Change is Hard ANYWAY!



25



“There are two primary choices in life: to accept conditions as they exist, or accept the responsibility for changing them.”

— Dr. Denis Waitley



26

CHANGE



Destroying and then replacing old ways of thinking or acting; replacing fear with hope; taking responsibility for improving one's circumstance, our communities, and the world. Change can be powerful, it can be painful, it can be quick, or take a long time. Change often requires risk and rarely seems easy.

Moving from one state of being to another.



27

BE A CHANGE AGENT

- **Change Agents** live in the future, not in the present and have a dream or a vision that drives your actions;
- **Change Agents** are fueled by passion and inspire passion in others;
- **Change Agents** have the ability to motivate themselves to work harder even as others are slow to recognize the possibilities for change;
- **Change Agents** understand that real change almost always involves conflict and difficult conversations; and that real change is never sustainable without honesty and trust;
- **Change Agents** aren't looking for glory, or affirmation, or praise;
- **Change Agents** understand that it isn't about them or their own self-interest;
- **Change Agents** live in the world of "what's possible?" and "what if?"
- **Change Agents** understand that change happens on the margins, not in the mainstreams and that hope always triumphs over fear.
- **Change Agents** never stop, never give up, and never give in.



28

Something to Consider ...

In the United States ...

80% of first graders feel good about who they are

20% of sixth graders feel good about themselves

5% of young people feel good about themselves by the end of high school

Roland Barth, "Improving Schools From Within"

29

**"The best time to plant a tree is
twenty years ago.
The next best time is today."**

— Chinese Proverb



30

Just what is this Trust Thing?



31

TRUST



Our definition of trust is simple: It is both character (who you are) and competence (your strengths and the results you produce). Trust is the enabling power of leadership influence. It is not soft, slow, risky, or easy. It is a measurable, definable component of all leadership success. It can be both taught and learned.

Source: CoveyLink on the web



32

THE ECONOMICS OF TRUST

↓ Trust = ↓ Speed & ↑ Cost

↑ Trust = ↑ Speed & ↓ Cost

Source: The Speed of Trust, Stephen R. Covey



33

TIME IN . . .



34

Who do YOU trust?



35

WHO DO YOU TRUST?

THINK OF A PERSON WITH WHOM YOU HAVE A HIGH-TRUST RELATIONSHIP

What is it like to be around that person? How do you talk to them?

How long does it take to get things done? What words best describe the relationship?

THINK OF A PERSON WITH WHOM YOU HAVE A LOW-TRUST RELATIONSHIP

What is it like to be around that person? How do you talk to them?

How long does it take to get things done? What words best describe the relationship?



36

TRADITIONAL (WESTERN) BUSINESS MODEL

$$E \times S = R$$

[Execution Times Strategy Equals Results]



37

TRUST-BASED SOCIAL PROFIT BUSINESS

$$(P+C) \times S = R$$

[(Passion and Commitment) Times Strategy Equals Results]

$$(P+C) \times S \times T = R$$

[(Passion and Commitment) Times Strategy
Multiplied By Trust Equals Results]



38

THE TRUST DIVIDEND*/TAX**

*DIVIDEND = GREATER EFFICIENCY & MORE SUCCESS

**TAX = LESS EFFICIENCY & LESS SUCCESS

Passion & Commitment	Times	Strategy	Equals	Result	Tax or Dividend	Equals	Net Result
10	x	10	=	100	Less Tax 40%	=	60
10	x	10	=	100	Less Tax 10%	=	90
10	x	10	=	100	Plus Dividend 20%	=	120



39

IMPLICATIONS FOR OUR WORK

WITH YOUR TABLE ...

Discuss for a few minutes how you see TRUST impacting your mentoring program.

Then brainstorm a LIST OF 2-3 STRATEGIES
for improving trust with your program's stakeholders.

(Mentors, Mentees, Investors/Donors, Board Members, Staff, Etc.)

PLEASE BE PREPARED TO SHARE 2-3 STRATEGIES FROM YOUR LIST



40

PRACTICE BY BUILDING PERSONAL TRUST

5 EASY WAYS

1. MEET THE NEIGHBORS. According to many studies, meeting neighbors is one of the surest ways to build social trust, especially if you live in a culturally or economically diverse neighborhood. Consider organizing block parties or potlucks, or just saying "hello" to people in the morning.

2. JOIN A GROUP. Nations with vibrant membership organizations, from bowling leagues to environmental advocacy groups, have higher levels of social trust. Getting involved with local, state, and national organizations—and signing up friends, family, and neighbors—fosters social networks as well as trust.

3. BUILD BRIDGES BETWEEN GROUPS. In comparisons of 31 countries, Pamela PAXTON found that membership organizations that wall themselves off from others actually diminish trust in their societies. By contrast, nations with many kinds of membership organizations that work together to reach common goals or bridge social divides show higher levels of general trust among citizens.

4. TURN OFF THE TV. Television can isolate us from each other, highlight the worst aspects of our society, and privilege one-dimensional images over deliberation or dialogue—all of which harms trust in each other and our institutions. We can build trust by getting news from other media and discussing the issues with other people.

5. SUPPORT MINORITY PROTECTIONS, PUBLIC EDUCATION, AND ECONOMIC EQUALITY. This sounds political—and, in many ways, it is—but studies by Robert PUTNAM and others reveal that implementing these policies leads to more trusting societies. He said that: "Community centers, athletic fields, and schools were among the most efficacious instruments for incorporating new immigrants a century ago, and we need to reinvest in such places and activities once again, enabling us all to become comfortable with diversity."

Source: J.A. Smith, Greater Good, Fall 2008



41

**"Do not believe in anything simply
because you have heard it.
Do not believe in anything simply
because it is spoken and rumored by many.
Do not believe in anything simply
because it is found written in your religious books.
Do not believe in anything merely
on the authority of your teachers and elders.
Do not believe in traditions because
they have been handed down for many generations.
But after observation and analysis,
when you find that anything agrees
with reason and is conducive to the good
and benefit of one and all,
then accept it and live up to it."**

—Buddha



42

One More Thing



43



GRATITUDE

"Gratitude unlocks the fullness of life. It turns what we have into enough, and more. It turns denial into acceptance, chaos to order, confusion to clarity. It can turn a meal into a feast, a house into a home, a stranger into a friend. Gratitude makes sense of our past, brings peace for today, and creates a vision for tomorrow."

— Melody Beattie



44

A GRATITUDE JOURNAL

In research done by Robert EMMONS and Michael McCULLOUGH, those who kept a daily gratitude journal—writing down at least five things in their life for which they're grateful—enjoyed higher levels of emotional and physical well-being.*

I'd like you to do this EVERY NIGHT before you fall asleep.

But every big change starts with a little one.

So we'll do it now, this first time, together.



45

TIME IN . . .



46

5 minutes | | 5 things
for which you're grateful today



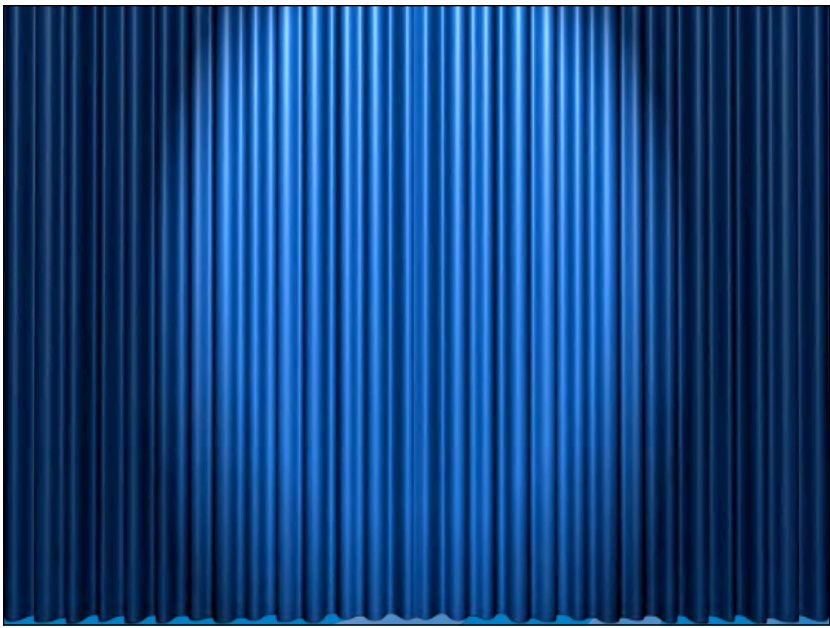
47

**“Whatever you
can do or dream you
can, begin it.
Boldness has genius,
power, and magic in it.”**

— von Goethe



48



49

**Succeed
Fail
Improve**

And Always Make NEW Mistakes!



50

www.commongroundconsulting.org

passion

looklistenfeelactconnect





51

